“Every time we come to SEWA we learn something new and useful! I feel like taking SEWA with me to Nepal so that we can daily absorb this knowledge right at our doorstep!!! In this two-day training topics like – seed quality; techniques to mitigate natural and human risks in agriculture; and integrated agri management were explained in a simple and easy-to-understand way.”

– Kabitaben B K – FECOFUN Participant of Organic Farming Training - Nepal

“Our entire team is grateful to Savitaben Patel – CEO SEWA Trade Facilitation Centre (STFC) and SEWA and SMS Master Trainers for preparing such a comprehensive training program for us. This training was all-encompassing – besides tailoring we were also taken on exposure visits to Ganeshpura and Baroda and had the opportunity to interact with the salt farmers and also gained an insight into the Anubandh (100-mile) concept of SEWA Founder Elaben Bhatt. Time flew by for us. The rural home stay experience was also amazing. Time management, money management, skills, values...we learnt everything in these 45-days – it was like a nursery to Grade X education for us!”

- Laxmiben Nepal – Participant of Tailoring Program - Sikkim

“Today the AAVKAR Lead Master Trainer taught us about Time Management. The tools and methodology were so simple, easy-to-understand and engaging. I am fully geared up to deliver these Modules in and around my village. Thank you for making me a part of this interactive Training Program and giving me the opportunity to make a difference in the livelihood of women around me!”

- Savitaben Balwantbhai Thakore – Participant of AAVKAR TOT – Gujarat

“SEWA it’s incredible what you are doing and I hope I can bring some of your work to my NGO partners”

- Nyasha Chidzero – Self Help Development Foundation – Zimbabwe

Presented by:
SEWA Manager Ni School (SMS)
C/o SEWA Gram Mahila Haat
8 Navrang Colony
Nr Kashmira Chambers
Opp Navrangpura Railway Crossing
Navrangpura
Ahmedabad 380 009
SEWA Manager Ni School – SMS - was established in 2005 to equip grassroots women with management skills to successfully run their small enterprises. To accommodate changing needs in a globalized world, SMS is working towards providing capacity building training/s for micro enterprises and informal sector workers/members. SMS is also committed to substantially increasing the number of youth who have relevant skills for employment by offering needs-based capacity building trainings. SMS is helping women realise their potential - to learn that they too can be managers and owners of their enterprises.

Objectives of SEWA Manager Ni School

The primary objectives of SMS include –

- Empowering members at a grassroots level into “grass root managers” through enhanced basic membership training
- Transforming the intermediate level “spearhead leaders” into “barefoot managers” capable of training and managing individual and group activities inside and outside of SEWA
- Building institutional and human capabilities specifically for managing financial viability and sustainability of members’ families, their organisations, and federations
- Scaling-up and accelerating the process of capacity building in other states and countries

Services Offered by SEWA Manager Ni School

Managerial, Technical, Vocational and Technological Capacity Building
Exposure Visit
Conducting Feasibility Study
Module Writing
Report Writing
Case Study Development
Providing Training –Translation
Display Material
Proposal Making

Vision

The vision statement of SMS is - To build a progressive cycle of training for a growing number of self-reliant grassroots managers
Impact of SEWA Manager Ni School

Post attending SMS training programs and exposure visits of SMS –

- Individuals have applied new found knowledge about management and finances to develop a more market-oriented approach resulting in increased revenues
- Groups have begun to streamline processes and adopt more cost-effective strategies
- Groups / Individuals have strengthened their existing enterprises or started new enterprises
- Community Learning Business Resource Centres and Production Units of Weaving and Garmenting have been set up
- In addition SMS graduates have begun to enter into strategic partnerships with the private sector allowing them to enter the mainstream market
- Partnerships and linkages have been set up to strengthen knowledge, finances and technical know how

Statistics till December 2018

<table>
<thead>
<tr>
<th>National and International Members Trained</th>
<th>16,61,633</th>
</tr>
</thead>
<tbody>
<tr>
<td>8671 Master Trainers</td>
<td></td>
</tr>
<tr>
<td>53 Training Modules Developed</td>
<td></td>
</tr>
</tbody>
</table>
Milestone Programs of SEWA Manager Ni School

Some programs which have created milestones till date include -

**Training on Skill Development in Retail to Increase Livelihood Opportunities (ROTI) Program**
Through ROTI, SMS was able to –
- Set up a cadre of 95 Master Trainers across Gujarat, Rajasthan and North East
- Train 25,770 women and youth
- Satisfactorily place 9912 participants

**North East Rural Livelihood Project**
Through the on-going NERLP Partnership SMS has been able to register Community Learning Business Resource Centres (CLBRCs) at Sikkim and Nagaland with the Sikkim CLBRC enrolling 15000 members. A cadre of 436 (167 – 2017 + 269– 2018) Master Trainers has been set up and 7403 (1448 – 2017 + 5955 – 2018) sisters in Nagaland and Sikkim have been imparted with livelihood-related skills

**Hum Sab Ek**
The takers for SEWA’s on-going rural home stay program are growing by leaps and bounds, the hospitality extended by SEWA hosts is being appreciated by national and international guests and Sikkim is also being included in its geographical reach with ten houses already up on the homestay portal. SMS Team has prepared a HSE Training Module working closely with rural homestay hosts and Airbnb and the Module is continuously being modified basis the experiences of the guests and the hosts.

**Gap Inc P.A.C.E (Personal Advancement and Career Enhancement) AAVKAR (Aavdat Vikas Ane Karkirdi Karyakram) Program**
AAVKAR – an initiative to expand livelihood opportunities of 2, 70,000 women over a 3-year period by empowering them through skill building – is forging ahead having reached a training figure of 60,049 sisters.

**E-ROTI**
SEWA and the Rockefeller Foundation have joined hands for the E-ROTI Program ('Providing Increased Livelihood Opportunity to the Youth and Women Micro Entrepreneurs in the New Age Economy'). The main objective of E-ROTI is to provide youth and women micro entrepreneurs with the opportunity to be part of the fast growing Indian economy by reducing the skill gap and capacity building; thereby enabling the youth and micro entrepreneurs to increase their incomes from the new emerging livelihood opportunities in the pulsating E-Retail sector. The allied objectives include – linking local producers to global markets through online retail platforms; facilitating access to low cost marketing services and; increasing their digital and financial literacy. In line with the objective of capacity building a training module on E-Retail has been developed in the year 2018 and 32 master trainers have attended the Train the Trainer Session. Currently 418 products are listed by 6347 micro entrepreneurs on the E-platform.

**FAO Partnership**
SEWA and FAO (The Food and Agriculture Organization of the United Nations) have been informally working towards the betterment of the farmer community through exposure and exchange visits; on 13 September 2016 this mutual learning was formalized with an MoU between SEWA and FAO with the objective of working collaboratively to empower and build capacities of the rural poor, women in particular, in countries where FAO and SEWA have on-going activities. In 2018 post brainstorming sessions and needs based assessment a Letter of Agreement (LoA) was drawn up detailing activities and documents to benefit farmer organizations and small and marginal farmers not only in India but also in Nepal. This LoA between SEWA and FAO came at the right time with agriculture being highlighted as a prominent sector (the other two being animal husbandry and micro-enterprises) as the future of work.
SEWA Manager Ni School (SMS) is pleased to release its 2018 Progress Report, tracking advances made with regards to skill-building of grassroots women and micro entrepreneurs. The year 2018 for SMS has been a year of learning; evolving and working towards sustainability. We faced many challenges with regards to resources and change management which prompted us to push ourselves to new limits – exploring ways to integrate technology into our work, mobilizing resources through partnerships and focusing on agriculture as an emerging sector in the future of work – in order to become innovative and emerge with new insights. Understanding the need to embed technology into our work with grassroots sisters, we found out various alternate means of capacity building and collective working. Congruent to the demand we were open to change, modify or recreate the modality to work with our members; albeit, without compromising on our core values and our zeal to create a cadre of ‘Best Grassroots Managers.’

During the year SMS Master Trainers upgraded their skills on many fronts – technology, e-retail, change management, multi-tasking, agriculture etc. - through sister-to-sister learning with the focus being on setting up new partnerships.

In 2018, SEWA conducted a 360 review on the Future of Work; key sectors which have emerged through this review are - agriculture, animal husbandry and microenterprise development. This is in line with the work which SMS does: capacity building of grassroots sisters and strengthening their microenterprises – including agro and allied trades like livestock management, food processing et al.

The path for this work has never been smooth, and we have faltered, learnt and evolved into being more rooted and compassionate. We have also strengthened and streamlined our interventions through regular monitoring, evaluation and timely strategic decision-making throughout the organisation. Amidst all of this, we are kept motivated when the members we work with emerge as champions and start their own enterprises. As always we were fortunate enough to see many such moments, and we would like to give you a glimpse of some of these through this Annual Report.

11,013 National Members from Gujarat, Kashmir, Leh Ladakh, Madhya Pradesh, Mizoram, Nagaland, Rajasthan, Sikkim and Uttar Pradesh Participated in Training Programs

270 International Members from Bangladesh, Canada, Indonesia, Japan, Kenya, Malaysia, Nepal, South Africa and Sri Lanka Participated in Training Programs

1136 - Cadre of National and International Master Trainers set up

18 New Training Modules Developed Based on Members’ Needs and Demands from States

Sikkim CLBRC - Pragatisheel Nari Cooperative Society set up at Jorethang-Sikkim

Nagaland CLBRC - Peren Women Development Cooperative Society – set up at Peren-Nagaland

7403 Sisters Provided with Livelihood Generation Skills at the 2 Community Learning Business Resource Centres set up in Nagaland and Sikkim; 15,000 Members Enrolled at Sikkim; Cadre of 436 Master Trainers set up

7 Master Trainers have Trained 4900 Members on Health and Hygiene, Water Purification, Hand Pump Repairing and Roof Rain Water Harvesting

6347 Grassroots Micro-entrepreneurs have Listed 418 Products on E-platforms

450 New Members Enrolled at Mathura

1359 National and International Dignitaries, Visitors and Interns Hosted

Interactive E-modules Developed on ‘Training on Skill Development in Retail to Increase Livelihood Opportunities’ in Three Languages viz. Gujarati, Hindi and English

Executive Director – SEWA and Senior Coordinator – SEWA Manager Ni School (SMS) Participated as Guest Speakers in the ‘Global Change Leaders Program’ at Coady International Institute (St Francis Xavier University) – Nova Scotia – Canada

In Line with Agriculture being an Area of Thrust under the Future of Work, Capacity Building of Small and Marginal Farmers through Training Programs, Workshops, Literature, Posters and Podcasts under the SEWA-FAO Partnership.
2018 was an important year for SMS. With the support of our members, donors, partners and other stakeholders, we were able to achieve significant success. Key highlights of all our activities are detailed below in tabular form:

<table>
<thead>
<tr>
<th>TITLE</th>
<th>NUMBERS (REACH)</th>
<th>BRIEF</th>
<th>DETAILS</th>
</tr>
</thead>
</table>
| Training Programs – National  | 33,013          | SMS delivered training on the following topics to internal and external (national level) participants – AAVKAR (grooming, effective communications, problem solving, decision making, financial literacy, time and stress management); Importance of Information in Work; Basics of Financial Management; Emerging Agewaans; RUDI Marketing; Micro-enterprise Development; Leadership; Food Processing; Time Management etc. | Training was provided to the following teams:  
• Surendranagar Mahila and Bal Vikas Mandal  
• Swashravyi Mahila SEWA Khet Majur Sangh  
• Aga Khan Rural Support Program India (Students of Certificate Course in Development Management being offered at Netrang-Bharuch for tribal youth of Gujarat and Madhya Pradesh)  
• RUDIbens – Bayad and Pij  
• NERLP – Nagaland, Sikkim and Mizoram  
• Lohvan and Gosna Sisters  
• Sisters of Ahmedabad Urban Centre and across 9 Districts of Gujarat - Gap Inc P.A.C.E AAVKAR Training  
• Members of Kheda Village and Dungarpur (WASH – Water Sanitation and Hygiene)  
• SEWA Accounts Team  
• Project Coordinators and Key Members – Kashmir, Nagaland, Sikkim and Leh Ladakh  
• Chhota Udepur (Emerging Agewaans) |
| Training Programs – International | 270             | SMS expanded the geographical reach of its training and learning to – Sri Lanka, Kenya, South Africa, Canada and Nepal | Training cum Exposure Visits were arranged for international teams from:  
• Sri Lanka - Women’s Self Employed Development Cooperative  
• Kenya  
Resource persons from SMS travelled to participate in the following forums –  
• Asset Based Community Development (ABCD) IMBIZO 2018 - South Africa |
<table>
<thead>
<tr>
<th>Train-the-Trainer</th>
<th>1136</th>
<th>During the year SMS set up a cadre of 1136 Master Trainers – nationally and internationally - to carry forward the training/s to grassroots workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>On the international front SMS screened and trained Master Trainers of Afghanistan, Nepal, Africa, Bangladesh, Indonesia, Japan, Malaysia and Sri Lanka on –</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Voluntary Guidelines on the Responsible Governance of Tenure (VGGT)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Organic Farming</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Human Rights, Food Security and Nutrition for Indigenous and Tribal Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Basic Leadership, Advance Management and Group Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>On the local front Master Trainers of Gujarat, Jharkhand, Manipur, Meghalaya, Nagaland, Rajasthan and Sikkim were screened and trained on –</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- P.A.C.E. AAVKAR</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- E-ROTI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- WASH</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Organic Farming</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- VGGT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Cervical Cancer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Livelihood Market and Production Value Chain Analysis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Membership Enrolment on Tablet</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Human Rights, Food Security and Nutrition for Indigenous and Tribal Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Modules Developed</td>
<td>18</td>
<td>Based on the needs of members and demands from States, SMS developed, adapted and upgraded Training Modules</td>
</tr>
<tr>
<td>SMS prepared/adapted/upgraded the following 18 modules in line with the demand from States, Master Trainers and organizations –</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. E-Retail: How to Become a Smart E-Micro-Entrepreneur? (E-ROTI Program)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Understanding Community Based Territorial Development (SEWA-FAO)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Cumin Technical Training 1 – Primary Training on Cumin Cultivation (SEWA-FAO)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Orientation/Exposure Visits/Internships | 1359 | Some of the institutions hosted by SMS during the year in order to enable them gain an understanding of the operations and pedagogies –  
- World Bank  
- Azim Premji Foundation  
- NERLP – Mizoram  
- 7 Members of Uganda Team |
<table>
<thead>
<tr>
<th>Consultancies/Partnerships</th>
<th>Partners</th>
<th>Some of the partnerships/consultancies set up by SMS during the year for mentoring purpose are –</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>138 (number of members with whom these partners engaged with)</td>
<td>• IMAGO Global Grassroots - an organization which works around the world with existing organizations to enhance their strengths, build their capacity, and scale up their impact in a way that respects their unique context, attributes and evolution.</td>
</tr>
<tr>
<td></td>
<td>Partners guided SMS with regards to – Training Need Assessment Tools; SMS Visioning Exercise to Strengthen SMS as a Sustainable Institute; Ways of Strengthening and Streamlining Operations and Processes; Facilitating Smooth and Efficient Implementation of Change Management; Setting Up Market-led Value Chain etc.</td>
<td>• The Indians for Collective Action - a San Francisco Bay Area non-profit group which believes in a secure life for every Indian, in a sustainable environment and a just society.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Prof Kavita Sharma - VC-SAARC University, New Delhi</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• S. P. Jain Institute of Management and Research</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Coady International Institute - Canada</td>
</tr>
</tbody>
</table>
Here’s presenting a look at some of the major programs carried out with our esteemed partners in the year 2018 -

**NORTH EAST RURAL LIVELIHOOD PROJECT (NERLP)**

SEWA and NERLP have entered into a Contract to facilitate setting up of 2 Community Learning Business Resource Centres (CLBRCs) one each at South Sikkim and Nagaland (Peren District). The main objective of this partnership is to identify, plan and implement need-based activities to make these Centres self-sustainable; to identify skill gaps and ways to fill up the same.

**Under this newly launched initiative the following milestone activities have been carried out by SMS in the year 2018:**

- SMS Team visited Nagaland and Sikkim on a monthly basis with the objective of capacity building and providing hand-holding support

- 2018 brought in cheer for our sisters at Sikkim through registration of their CLBRC under the name Sikkim Pragatisheel Nari Cooperative Society at Jorethang-Sikkim on 18 April 2018. Then there was no stopping our diligent sisters...who eagerly participated in training programs on needs-based topics - Garmenting (10), Cosmetic and Essential Products (28), Advanced Garmenting (5), Micro-Enterprise Development (9); moreover 1680 members were provided Leadership Training. Five production units on cutting and tailoring have been set up in 2 blocks (Jorethang and Yangang); and one production unit on soap and detergent has been set up in Jorethang block. Alternate livelihood option of home stay was tapped and training on Online Registration for Home Stay conducted with 10 houses being listed on the online website. The cherry on the cake was 15000 members joining the CLBRC!

- Not to be left behind our Nagaland sisters too set up their CLBRC - Peren Women Development Cooperative Society - at Peren District of Nagaland. TOTs for Master Trainers were delivered on crucial topics - Garmenting (13), Weaving (15), Cosmetic and Essential Products (28), Advanced Garmenting (5), Micro-Enterprise Development (10), Leadership (165); and 4275 members were provided Leadership Training. Two production units on weaving and garmenting have been set up. Ten micro entrepreneurs have either strengthened/up-scaled their existing enterprises or started their new enterprises including expansion of shop or even set up of shops. Training on Basics of Garmenting is being conducted from CLBRC and one sister has conducted Training on Basics of Garmenting from her own house...and this is just the beginning!!!

- 17 sisters from Lunglei District of Mizoram have successfully undergone a 45-day Training on Basics of Garmenting and 20 sisters from Mizoram have attended Training on Weaving.

- A Team from NERLP, Weavers and SEWA Project Coordinators visited Orient Processors Private Ltd, a yarn manufacturer at Guwahati on 18-19 April 2018. Post the visit NERLP and SEWA have set up a linkage between Orient Processors Private Limited and weaver groups at Sikkim and Nagaland with the objective of facilitating access of quality yarn for our weaver sisters in North East.

- A consultant along with SMS Master Trainer visited Sikkim from 14-19 May 2018 to interact with the sisters and document their experiences as part of the action research plan to capture the impact of the work being done under the SEWA-NERLP Partnership.

- Under the joint handholding support of SMS and NERLP, the Sikkim Pragatisheel Nari Cooperative Society (Sikkim CLBRC) conducted their First Annual General Meeting (AGM) on 18 July 2018. The AGM was chaired by Devikaben Thathal in the presence of the State Coordinator, District Coordinator and Block Project Coordinator of NERLP – South Sikkim; Joint Registrar of Cooperative Society, Deputy Registrar of Cooperative Society and Cooperative Inspector; and member sisters.
SMS launched a new initiative in 2017, termed ‘AAVKAR’ (Aavdat Vikas Ane Karkirdi Karyakram) to expand livelihood opportunities of members and to empower them through skill building. Under this initiative, SMS has partnered with GAP Inc (USA) for implementation support P.A.C.E. (Personal Advancement and Career Enhancement)

Through this initiative SMS aims to strengthen the livelihood of women by providing them with training on skills like – grooming, effective communications, problem solving, decision making, financial literacy, and time and stress management - with the objective of bringing about a notable shift in their perception of themselves and their abilities and strengthening their livelihoods.

Over the period of 3 years, The ‘AAVKAR’ Program strives to build a cadre of 150 Master Trainers each of whom will then cascade this training to 1800 women thereby increasing the reach of this training to the targeted 2,70,000 members.

Some of the milestones achieved by this program in the year 2018 are:

- Through sessions held on 18 January and 20 July 2018, the skills of the Gap Inc P.A.C.E AAVKAR Master Trainers and Lead Trainers were honed by Dr Arvindbhai Bhandari, Retired Head - Linguistics Department - Gujarat University. He provided feedback and suggestions on parameters like method of delivery, subject knowledge, audience engagement, confidence level etc.
- 2 February 2018 marked the sealing of the SEWA and Gap Inc P.A.C.E Partnership by Kindleyben Walsh Lawlor, Vice President - PACE and Reemaben Nanavaty, Director-SEWA
- The focus during the year was on Gujarat - 48 Lead Trainers set up a cadre of 450 Master Trainers to train 22,000 senior and young generation members
- Two cadres of Lead Trainers set up in 2018. These Lead Trainers will each set up a cadre of Master Trainers to further roll out the P.A.C.E AAVKAR Training to sisters in and around their villages.

SMS anticipates this program to be a life-changer for the participants as it will enable them to become better at - communicating, managing their finances, taking care of their health and planning for the future.
In April 2018, SEWA and the Rockefeller Foundation joined hands for the Project—‘Providing Increased Livelihood Opportunity to the Youth and Women Micro Entrepreneurs in the New Age Economy’ with the objective of increasing the income of youth and women micro entrepreneurs by tapping the E-Retail Market. The objective is also to link local producers to global markets and facilitate low cost marketing services by increasing their digital and financial literacy. We, at SEWA have named the project as E-ROTI (E-Retail Opportunity Training Initiative).

In 2018 the following steps were taken with regards to the E-ROTI project –

- A lot of time was invested in generating awareness amongst the District Coordinators, Master Trainers, District teams, and Micro Entrepreneurs at Gujarat (Anand, Mehsana, Gandhinagar and Ahmedabad). The Project Coordinator and Technical Coordinator attended the Trade Committee Meetings at the districts reaching out to 510 Trade Committee Members. Additionally 270 trade committee members from Rajasthan and Uttar Pradesh have also been oriented. The members shared that they gained awareness regarding - online selling, different types of websites, the plausibility of the smallest product being put up for selling, offline and online selling being kept parallel, keeping stock and bulk production. They felt that this type of online marketing is very effective as one can reach out to a larger customer base besides it being very cost effective.

- Products ranging from verticals like - clothing (adult and kids), accessories, fashion jewellery, travel and hand bags, shoes, home improvement, kitchen, ethnic wear etc. have been on-boarded on e-retail platforms.

- The Central team along with District teams sat together to decide upon which centres to select in the pilot phase out of the total number of CLBRC’s. The team developed criteria for selection of the centres and mutually decided upon 4 centres to be considered in the pilot phase. Simultaneously the team who would be involved in E-retail was also decided.

- A total of 6347 micro entrepreneurs have been selected and they are producing different kinds of products ranging from clothes to woolens to accessories to purses to home furnishings.

- A Module entitled – ‘E-Retail: How to Become a Smart E-Micro-Entrepreneur?’ has been prepared incorporating suggestions of the partner institutions and grassroots workers. The E-Retail Module covers topics on Ecommerce aspects like understanding of E-retail, needs and benefits of E-retail, understanding the process, E-retail livelihood opportunities, online selling/buying, login process, fee structure and costing, account management, setting up payment gateways, shipping channels, imaging and cataloguing of the products, product listing on platform, product promotion, packaging, warehousing, list products, processing of online orders, managing delivery of products, customer feedback, stock taking.

- Post finalization of the module a TOT was conducted for 32 master trainers belonging to 9 districts of Gujarat.

- Rolling out plan of E-ROTI Training has been prepared by the Centres

- Monthly follow-on meetings were held to discuss the progress, challenges, solutions, and further planning.

- Background research on photo studio set-up was conducted

SMS is quite excited about the vast potential of digital learning and capacity building which this Project will offer to SEWA micro entrepreneurs!
With agriculture, animal husbandry and micro-enterprises emerging as the future of work, a large portion of the work of SMS in 2018 comprised strengthening the capacities of agriculture master trainers and through them the small and marginal farmers.

Under the partnership between the Food and Agriculture Organization of the United Nations (FAO) and the Self Employed Women's Association (SEWA) SMS delivered a number of activities and prepared useful documents as detailed below –

- Understanding the need for clarity regarding land tenure rights a detailed study and two training programs (for SEWA and FECOFUN Agriculture Master Trainers) were conducted on - Voluntary Guidelines on the Responsible Governance of Tenure (VGGT)
- With Organic Farming emerging as a new and profitable sector in agriculture a detailed study and brief - Agro Ecological Production Practices – was conducted. Moreover capacity building programs for SEWA and FECOFUN Agriculture Master Trainers on 'Organic Farming – Safe and Sustainable Agriculture' were also delivered; along with 20+ brainstorming workshops with Agriculture Master Trainers, Field Experts
- SEWA’s tool MBachat was analysed and assessed in order to strengthen it as an Agriculture Loan Analyser Tool
- In order to create awareness on topics like - Organic manure, soil testing, kitchen garden and inter-cropping – among the farmer community engaging radio podcasts were developed and they were well-received too!
- A detailed case study was conducted in order to gain clarity as to which areas need to be strengthened with regards to - SEWA’s Policy Advocacy and Capacity Approach.
- Building on the pictorial skills of rural master trainers, four posters on – organic manure, herbal pesticides and soil testing - were designed and disseminated

With agriculture (along with animal husbandry and micro enterprise development) emerging as the future of work, SMS will be devoting a sizeable portion of its resources on this sector during the forthcoming five years in order to strengthen the capacities of the Agriculture Master Trainers in the farmer field schools.
Annually SMS hosts many dignitaries/visitors/interns. In 2018 also SMS conducted orientation sessions for these visitors to familiarize them with SMS activities including need, launch, objectives, projects and services etc. The tools and methodology for these orientation sessions comprise videos, interactions with Master Trainers as well as field visits. A direct impact of these exposure visits, internships, orientation sessions and needs assessment exercises is setting up of linkages and partnerships – knowledge, technical, financial et al.

In the year 2018 the following orientation sessions, exposure visits, needs assessments exercises and internship projects were held to reach out to 1359 patrons:

World Bank Senior Agriculture Specialist
12 - 13 February 2018
World Bank Senior Agriculture Specialist, Pritiben Kumar visited SMS to understand the work being done by SEWA at Sikkim and Nagaland under the SEWA-NERLP Program which is being funded by World Bank. Later in the year in the month of May 2018 a team from World Bank led by Pritiben visited the garmenting and weaving units of Sikkim to interact with the Sikkim Sisters in order to understand – the vision, objectives, benefits and the planned activities of the CLBRC; along with the difference which SEWA and NERLP have jointly brought about in their livelihoods.

ICT Roundtable at Bangalore
18 - 21 February 2018
A Master Trainer participated in the ICT Roundtable at Bangalore. The objective was to understand how SMS can interweave Information and Communication Technologies in its activities in order to perform more efficiently and swiftly.

SDF Round Table – WASH Program
5 March 2018
A Round Table to understand the nexus between Women, Water and Work was organized under the SAARC Development Funded (SDF) Project - “Strengthening of Water, Sanitation and Hygiene (WASH) Services in selected areas of villages of Dungarpur-Rajasthan”- at SMS. Barbaraben van Koppen, Principal Researcher on Poverty, Gender and Water with the International Water Management Institute (Southern Africa Regional Program) presided over the Round Table. Participants included - SEWA Director, SEWA Vice President, SMS Senior Coordinator and 45 Grassroots Leaders of SEWA.

Washington University Interns
12 - 17 March 2018
Four interns from Washington University completed a project to help SMS streamline training operations to increase capacity of SMS Team, develop a training and scheduling process to increase efficiency and update document communication flow to collect data of training requirements/needs of master trainers district wise as well as share information at the district level.

Policy Dialogue - MSP
23 March 2018
Two Senior Coordinators presented SEWA’s views in a Policy Dialogue on “Innovations in Ensuring Remunerative Prices (MSP) to Farmers: Challenges and Strategies” and the Launch of the Global Food Policy Report-2018 jointly organized by the International Food Policy Research Institute, Indian Council of Agricultural Research (ICAR) and the National Academy of Agricultural Sciences at New Delhi.
Afghanistan Deputy Minister
5 April 2018
Afghanistan Deputy Minister held a meeting with the SMS Team and Master Trainers in order to gain an understanding about the activities being done by SMS towards the capacity building of grassroots sisters.

Gandhi Fellowship Student from Udaipur
20 April 2018
An orientation on SMS, the history, the work it does, mission statement etc. was provided to a Gandhi Fellowship Student from Udaipur.

Round Table by IFAD
24 May 2018
SMS Senior Coordinator participated in a Round Table Discussion on Policy Analysis and Dialogue on Value Chain Development and Scaling up with a special focus on North East and Himalayan States in India. The event was organized by United Nation’s IFAD (International Fund for Agricultural Development) at Delhi. The learnings from this Round Table will help strengthen SMS’s work in these States.

Azim Premji University
25 May 2018
Five students from Azim Premji University received an orientation on SMS - one of the few grassroots capacity building training organizations of the country – its functions, the mission statement, values and training pedagogy.

S P Jain Institute
6 - 19 June 2018
Two students from S P Jain Institute prepared a business plan for SMS which provides clarity on which activities SMS needs to focus on in order to become self-sustainable.

Mizoram: NERLP
27 June - 14 August 2018
SMS Master Trainer provided an orientation on SEWA, SMS, SGMH, Hariyali, RUDI and Hansiba to 17 sisters from Mizoram on the first day of their 45-day Basic Garmenting Training Program by STFC. The objective of the training was to enable them to stitch different garments, get orders and sell the products thus earning a steady income.

26 July – 8 September 2018
SMS Master Trainer provided an orientation on SEWA, SMS, SGMH, Hariyali, RUDI and Hansiba to 20 sisters from Mizoram on the first day of their Weaving Training. The objective of the training was to enable them to learn about various warping and weaving techniques; jacquards; block printing; drafting and denting etc. to enable them to strengthen their livelihoods.

NFF Meet
5-7 July 2018
As part of SMS’s peer-to-peer learning initiative, 35 representatives and farmers from 11 Farmer Organizations (Assam, Bihar, Gujarat, Jharkhand, Kerala, Madhya Pradesh, Meghalaya, Odisha, Rajasthan, Uttarakhand and West Bengal) who are part of the National Farmers Forum were invited for an exposure visit to Ahmedabad. Besides a field visit and a rural home stay experience the Forum also brainstormed issues like – challenges being faced by the agriculture, animal husbandry and fishery sector; deploying IT in these sectors; ways to build a smart village; agro ecology practices etc.

Birungi Initiative
12 July 2018
Exposure visit for 7 Members of the Uganda Team was organized under the Birungi Initiative. The objective of this exposure visit was to have an understanding of how SEWA works; orientation on Association and Cooperatives; interaction with Coordinators, Master Trainers and members belonging to different trades such as weaving, agriculture, animal husbandry, savings etc. Visits to – SEWA Trade Facilitation Centre (STFC), SEWA Gitanjali, SEWA Bank and Shree Vanlaxmi Ganeshpura Mahila SEWA Vruksh Sahakari Mandal Ltd, Mehsana (SEWA Ecotourism Centre) were organized. Post
returning to Uganda these members have applied their learnings from SEWA for the betterment of their respective communities.

**Nineteenth AGM of SGMH**  
**23 July 2018**  
One thousand plus sisters from various districts of Gujarat, Mizoram, Nagaland, Rajasthan and Sikkim were part of the Nineteenth Annual General Meeting of SEWA Gram Mahila Haat. Dr Pritiben Adani (Adani Foundation) was the Guest of Honour.

**Azim Premji Foundation**  
**8 August 2018**  
Two senior members from the Azim Premji Foundation - L Ramanathbhai and V J Raghunathbhai visited SMS for an exposure visit. The objective was to explore ways in which they can partner to strengthen SEWA’s work with women. Capacity building workshops are in the pipeline for 2019.

**Himachal Pradesh: Feasibility Study**  
**14-22 August 2018**  
A six-member team from SMS and SGMH was invited by the Department of Agriculture, HP to conduct two Feasibility Studies i.e.

- Business plan for the collection centres of cluster level farmer associations at Karsog and Gohar in DPMU (District Project Management Unit) Mandi
- Improving economic status of home-based workers and self-help groups from District Kangra, Hamirpur and Bilaspur

Basis the feasibility study 2-year action plans have been prepared.

**5f World**  
**23 August 2018**  
Umaben Natarajan and Anganaben Nanavaty from 5f World visited SEWA for an exposure visit to Anand where they learnt about – SEWA’s Agriculture Campaign; training programs; interacted with the master trainers from different backgrounds like agriculture, animal husbandry, food processing, tailoring, soft skills and Membership Management System. They also visited the Processing Unit and the Organic Farm where they got an overview about Vanlaxmi Co-operative, Eco Tourism work, and creation of organic farm from fallow land. They also visited STFC to understand the end-to-end process. The objective of the exposure visit was to assess how 5f World can help SEWA in the skills, social and digital sectors.

**Regional Expert Consultation at Bhubaneswar**  
**5-7 September 2018**  
Two Senior Coordinators presented SEWA’s views at the Regional Expert Consultation on ‘Women’s Empowerment for Agriculture Development in South Asia: Enabling Policies’; jointly organised by the Asian Farmers’ Association for Sustainable Rural Development (AFA), SAARC Agriculture Centre (SAC), Action Aid Bangladesh and ICAR-Central Institute of Women in Agriculture held at Bhubaneswar, India.

**Agriculture Leaders from Aurangabad**  
**24 September - 2 October 2018**  
Eighteen agriculture leaders from Aurangabad came to SMS for an exposure cum training visit. The objective was to gain a first-hand view of SEWA’s integrated approach – organizing for collective strength; capacity building to stand firm in the competitive market; capital formation for risk mitigation and to fight poverty and; social security to enhance well-being and productivity. They were provided - an orientation on SEWA and verticals like SEWA Bank, STFC, SEWA Gitanjali etc.; Leadership Training; and were also taken to the Anand and Surendranagar Districts to gain exposure on the associations and understand how SEWA organizes women. These leaders will replicate their learnings from SEWA back at Aurangabad.
Key Note Address at CFS Rome
15 October 2018
A woman farmer from SEWA was invited to deliver the Keynote Address at the 45th Session of the CFS (Committee on World Food Security) at the FAO Head Quarters Rome. SMS Senior Coordinator accompanied her to facilitate translation of the proceedings.

World Toilet Day Celebrations at Dungarpur
19 November 2018
SMS Master Trainer celebrated World Toilet Day at Dungarpur, Rajasthan along with 120 sisters from 20 villages. WASH (Water, Sanitation and Hygiene) Master Trainers shared their experiences and school children drew posters depicting appropriate toilet usage.
SMS through its training programs could reach out to 34,068 national (33,013 - through trainings and 1055 - through TOT) and 351 international (270 - through trainings and 81 - through TOT) candidates at various organisations and places as detailed below –

### TRAINING PROGRAMS – FOR NATIONAL PARTICIPANTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Number of Attendees</th>
<th>Details regarding Participants</th>
<th>Details regarding Training Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-12 January 2018</td>
<td>15</td>
<td>Master Trainers from SEWA’s Farmer Field School</td>
<td>Two faculty members from the Coady International Institute delivered a 5-day training on ‘Livelihood Market and Production Value Chain Analysis’ at SMS; and also interacted with cotton crop farmers at Satapar Village, Surendranagar District to gain an understanding of how best to support their efforts and make them self-sufficient.</td>
</tr>
<tr>
<td>18 January 2018</td>
<td>9</td>
<td>Tailoring micro entrepreneurs from Sikkim</td>
<td>Certification Ceremony to felicitate the participants on completion of their tailoring training at the SEWA Trade and Facilitation Centre under the SEWA-NERLP Partnership. The Guests of Honour for the Felicitation Ceremony included – Nitinbhai Shukla, Ex Director Royal Dutch Shell Group and Jeanben Duff associated with the Centre for Faith and the Common Good and the Joint Learning Initiative on Faith and Local Communities - USA. The ceremony included – experience sharing by both Sikkim and SEWA sisters; motivating speeches by the dignitaries and a cultural performance.</td>
</tr>
<tr>
<td>19 January 2018</td>
<td>8</td>
<td>RUDI Team at the Surendranagar Mahila and Bal Vikas Mandal</td>
<td>SMS Master Trainer conducted a one-day workshop on ‘Importance of Information in Work’ at the Surendranagar Mahila and Bal Vikas Mandal. They were explained the crucial importance of information, technology and how missing out on any piece of information can adversely affect the product cycle.</td>
</tr>
<tr>
<td>Date</td>
<td>Page</td>
<td>Event Description</td>
<td></td>
</tr>
<tr>
<td>-----------------</td>
<td>------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>22 January 2018</td>
<td>15</td>
<td>SMS Master Trainer conducted a one-day workshop on ‘Importance of Information in Work’ at the Swashrayi Mahila Sewa Khet Majur Association - Mehsana. The objective was to enable these sisters - to understand the importance of accessing and promptly sharing correct information during the Rudi Process Cycle; to help gain clarity on their role and expectations; and to encourage them to deploy technology to speed up and ease their work.</td>
<td></td>
</tr>
<tr>
<td>23 January 2018</td>
<td>7</td>
<td>An assessment of WASH Master Trainers – Rajasthan was conducted at SMS.</td>
<td></td>
</tr>
<tr>
<td>31 January 2018</td>
<td>21</td>
<td>SMS Master Trainer conducted a Workshop with WASH Master Trainers at Dungarpur. The objective was to address the queries of the Master Trainers and brainstorm ways to deliver training in the absence of audio-video support.</td>
<td></td>
</tr>
<tr>
<td>7-9 February 2018</td>
<td>25</td>
<td>SMS Master Trainer was invited by Aga Khan Rural Support Program-India (AKRSP-I) to provide training on ‘Basics of Financial Management: How to Be a Smart Financial Manager?’ to their students. This is part of the four-and-a-half month full-time residential Certificate Course in Development Management being offered at Netrang-Bharuch for tribal youth of Gujarat and Madhya Pradesh through the AKRSP-I Vadvai unit with the support of Tata Trust.</td>
<td></td>
</tr>
<tr>
<td>14-16 February 2018</td>
<td>15</td>
<td>SMS groomed these Gen Next sisters from eight villages of Chhota Udepur District for their role as Emerging Agewaans. The participants were provided an overview about SEWA, SMS and SEWA Values. They were also taken on a visit to SEWA, STFC, SEWA Gitanjali and Gandhi Ashram to gain a perspective of SEWA’s values and the work which SEWA does. The participants were provided grooming and personality development training and tips on non-verbal communication.</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>No.</td>
<td>Name of the Group/Training Program</td>
<td>Details</td>
</tr>
<tr>
<td>-----------------</td>
<td>-----</td>
<td>-----------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>1 March 2018</td>
<td>12</td>
<td>Grassroots Master Trainers</td>
<td>SMS conducted the E-Retail Module Testing Workshop under the E-ROTI Program at SMS for Grassroots Master Trainers. Basis their feedback and suggestions the module has been modified.</td>
</tr>
<tr>
<td>7 March 2018</td>
<td>13</td>
<td>Young Generation RUDIbens</td>
<td>SMS conducted a workshop on RUDI Marketing at Bayad for RUDIbens belonging to the young generation. The main objective of the workshop was to interact with the Grade-A Category RUDIbens to gain an understanding of - the selling process followed by a RUDIben, the techniques used, route plan, identification of customers, schemes/promotions designed, after sales customer service; and to brainstorm ways to elevate the customer base resulting in increased sales along with income.</td>
</tr>
<tr>
<td>9 March 2018</td>
<td>10</td>
<td>RUDIbens</td>
<td>SMS conducted a workshop on RUDI Marketing at Pij for RUDIbens involved in Marketing, Selling and Master Trainers. The main objective of the workshop was to understand the selling process followed by a Grade – A Category RUDIben, the techniques used, route plan, identification of customers, schemes/promotions designed, after sales customer service; and to brainstorm ways to increase the customer base resulting in growth in sales along with income.</td>
</tr>
<tr>
<td>19 March – 2 April 2018</td>
<td>19</td>
<td>Sisters belonging to various Swashrayi Groups of Nagaland and Sikkim</td>
<td>SMS Master Trainers conducted a training program on Micro Enterprise Development (MED) for sisters of Nagaland and Sikkim at SMS as part of the SEWA - NERLP Partnership. After the training they will be in a position to prepare a detailed plan in how to expand/start up their own enterprises. The program was customized to cater to the requirements of our NE Sisters to cover crucial topics like Organization Management: How to Become an Efficient Manager; Strengthening Micro Enterprises; Communication Skills; Marketing Skills; Selling Skills; Business Plan; Costing; Activity-wise Planning; etc. Exposure Visits were arranged to - Kamlasadan Centre and Museum</td>
</tr>
<tr>
<td>Date Range</td>
<td>Participants</td>
<td>Details</td>
<td></td>
</tr>
<tr>
<td>-------------------------------</td>
<td>--------------</td>
<td>---------</td>
<td></td>
</tr>
<tr>
<td>23 March - 28 April 2018</td>
<td>5</td>
<td>Sisters from Lohvan and Gosna</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Training was provided to these sisters from UP on leadership management, procurement, disaster mitigation, record keeping, costing and pricing, store management, marketing, accounting, business planning, packaging etc.; along with Food Processing Training.</td>
<td></td>
</tr>
<tr>
<td>12-13 April 2018</td>
<td>22</td>
<td>WASH Master Trainers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>SMS strengthened the training skills of a mixed group of senior and young Master Trainers of SEWA’s WASH Training Program at SMS. The objective was not only to build their confidence and skills, clarify their doubts and provide valuable inputs through practice sessions but also to familiarize them with alternative training tools like – videos, activities, role plays, charts, stories etc.</td>
<td></td>
</tr>
<tr>
<td>23-24 April 2018</td>
<td>8</td>
<td>WASH Master Trainers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>SMS Master Trainer delivered training to WASH Master Trainers at Upla Modra Village on preparing alternative training tools like charts, posters and story boards to effectively deliver training programs when faced with infrastructure issues like lack of internet access, non-availability of audio/video equipment etc.</td>
<td></td>
</tr>
<tr>
<td>26-27 April 2018</td>
<td>20</td>
<td>WASH Master Trainers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>A two-day Capacity Building Workshop was held for WASH Master Trainers at SMS. The training imparted useful tips on presentation and communication skills; dos and don’ts regarding posture, body language, expressions etc. and; how to maintain flow and pace to ensure audience retention while delivering WASH presentations.</td>
<td></td>
</tr>
<tr>
<td>25 May 2018</td>
<td>10</td>
<td>Master Trainers of Kheda</td>
<td></td>
</tr>
</tbody>
</table>
|                               |              | As part of the initiative of integrating technology into work, SMS Master Trainer provided Master Trainers of Kheda hands-on training on using the Tablet to capture membership enrolment real time. Right from how to switch on the Tablet to clicking photographs of the new member to
<table>
<thead>
<tr>
<th>Date and Duration</th>
<th>Participants</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>26 May 2018</td>
<td>30 Members of Kheda Village</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td>11 and 13 June 2018</td>
<td>7 SEWA Accounts Team</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td>(half day each)</td>
<td></td>
<td>WASH Master Trainers of Dungarpur demonstrated through the Healthy Body, Healthy Life - How to Become a Health and Hygiene Manager? Training Module – how to deliver interactive training using videos and a Tablet to members from Kheda Village.</td>
</tr>
<tr>
<td>9-25 July 2018</td>
<td>15 Nagaland and Sikkim</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SMS Master Trainers conducted an in-house one day (spread over two half days) training on Time Management for members of the SEWA Accounts Team.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td>21 July</td>
<td>15 Key Members and Project Coordinators from Kashmir, Leh-Ladakh, Nagaland and Sikkim</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td>26-27 July 2018</td>
<td>32 Master Trainers</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td>6-7 September 2018</td>
<td>43 Master Trainers</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
<tr>
<td>26-30 October 2018</td>
<td>18 Agri Master Trainers</td>
<td>Members of Kheda Village keying in data to scanning the supporting document (Aadhar Card) everything was explained and the participants were also made to practice on Tablets.</td>
</tr>
</tbody>
</table>
Network (FIAN) delivered training on VGGT to SEWA Agri Master Trainers. Some of the topics covered include - A brief introduction on VGGT; Local context analysis related to tenure issues; Tenure governance principles (General and Human Rights); Right to Food, Food Security and Food Sovereignty; Documentation and analysis on VGGT related violation cases; Advocacy and Lobby etc.

<table>
<thead>
<tr>
<th>Date</th>
<th>Participants</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2 November 2018</td>
<td>22 Master Trainers</td>
<td>TOT on data collection tools and awareness education on cervical cancer was held at SMS.</td>
</tr>
<tr>
<td>13-17 November 2018</td>
<td>30 Agri Master Trainers, Farmers and Agewaans</td>
<td>Under the SEWA-FAO LoA 2018, Dr K G Mehta along with scientists and researchers delivered a training on ‘Organic Farming: Safe and Sustainable Agriculture’ at the Maharshi Agriculture Research Institute-Ahmedabad. Some of the topics covered include - Organic Farming – Problems and prospects; Important aspects, benefits and precautions to be taken for the success of organic farming; Certification of organic products; Soil and organic farming; Judging soil fertility; Physical, biochemical and chemical components of soil and their characteristics; Soil and water conservation; Organic manures; Effect of different nutrients and their requirement in crop production; Identifying and taking suitable measures with regards to common diseases of major crops in organic farming; Herbal insecticides; Marketing, management and export potential of organic crop products; Factors affecting marketing of organic products and processing for value addition; Process of conversion in organic farming; Certification standards and process of organic farm certification including list of documents etc.</td>
</tr>
<tr>
<td>2018</td>
<td>4501 Nagaland Micro entrepreneurs</td>
<td>TOTs have been conducted for Nagaland sisters on different topics – Garmenting (13); Weaving (15); Cosmetic and Essential Products (28); Advanced Garmenting (5); Leadership Training (165); and 4275 members have been provided Leadership Training.</td>
</tr>
<tr>
<td>Date</td>
<td>Number of Attendees</td>
<td>Details regarding Participants</td>
</tr>
<tr>
<td>---------------------------</td>
<td>---------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>22 January to 1 February 2018</td>
<td>9</td>
<td>WSDC Members from Batticaloa and Ampara District (Sri Lanka)</td>
</tr>
<tr>
<td>21-23 February 2018</td>
<td>222</td>
<td>SMS Master Trainer and SEWA Senior Coordinator</td>
</tr>
</tbody>
</table>
Participants shared how they interweave the ABCD approach in their work. The ABCD approach at different processes of development has helped SEWA as practitioners and enabled women to think out-of-the-box and take charge of their own development in order to integrate into the mainstream. This has also enabled SEWA members to increase their income through simple but effective steps like incorporating technology, mapping value-chains, collective marketing, applying the leaky bucket principle, vulnerability analysis, micro and macro planning, maintaining ledgers, negotiation strategies etc.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-28 March 2018</td>
<td>As a follow-on of the Exposure and Training Program conducted by SEWA for FECOFUN participants under the SEWA-FAO Partnership in July-August 2017, two team members of SMS met up with various groups located at different places in Nepal in March to interact and explore the challenges and opportunities these groups are facing with regards to strengthening their microenterprises.</td>
<td>SMS Master Trainers</td>
</tr>
<tr>
<td>8-11 May 2018</td>
<td>SEWA Executive Director and SMS Senior Coordinator were part of a delegation of 25 women leaders across 22 different countries who were at Coady International Institute (St Francis Xavier University) – Nova Scotia – Canada, to participate as guest speakers in Coady’s ‘Global Change Leaders Program’. During the visit a series of meetings were hosted to advance the current partnerships which SEWA and Coady have on key initiatives regarding women’s economic empowerment and lending long term sustainability to the community members.</td>
<td>SEWA Executive Director and SMS Senior Coordinator</td>
</tr>
<tr>
<td>5 June 2018</td>
<td>SMS Master Trainers delivered training to sisters from Kenya on - Business Sustainability; How to Integrate Technology to Ease Operations; How to Run Savings</td>
<td>Sisters from Kenya</td>
</tr>
</tbody>
</table>
Cooperatives; Preparing a Practical Business Plan; Communication and Presentation Skills; Rural Marketing Skills; Cash Flow and Cost Accounting; and Preparing a Business Plan. They also interacted with the Director and Senior Members of SEWA.

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Participants/Trainers</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-26 October 2018</td>
<td>35 Participants</td>
<td>Participants from – Africa, Bangladesh, India (Gujarat, Jharkhand, Manipur, Meghalaya, Nagaland, Rajasthan and Sikkim), Indonesia, Japan, Malaysia and Sri Lanka</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SMS hosted the FIMI-FAO TOT on ‘Human Rights, Food Security and Nutrition for Indigenous and Tribal Women’ for participants from countries like – Africa, Bangladesh, India (Gujarat, Jharkhand, Manipur, Meghalaya, Nagaland, Rajasthan and Sikkim), Indonesia, Japan, Malaysia and Sri Lanka.</td>
</tr>
<tr>
<td>26-31 October 2018</td>
<td>6 Master Trainers</td>
<td>Master Trainers from Bagh-E-Khazana, WISA Advanced Leadership Training for Master Trainer sisters from Bagh-E-Khazana Women’s International Solidarity Australia (WISA), Afghanistan was conducted at SMS. These trainings will help the home-based women to become self-reliant alongside enabling them to create a demand for their products inside and outside the country.</td>
</tr>
<tr>
<td>28 November – 2 December 2018</td>
<td>21 FECOFUN Agri Master Trainers</td>
<td>Under the FAO-SEWA LoA 2018, FIAN delivered training on VGGT to FECOFUN Agri Master Trainers at SMS. Some of the topics covered include - A brief introduction on VGGT; local context analysis related to tenure issues; tenure governance principles (General and Human Rights); Right to Food, Food Security and Food Sovereignty; documentation and analysis on VGGT related violation cases; advocacy and lobbying etc.</td>
</tr>
<tr>
<td>3-4 December 2018</td>
<td>19 FECOFUN Agri Master Trainers</td>
<td>Under the SEWA-FAO LoA 2018, SEWA Agri Master Trainer delivered training on ‘Organic Farming: Safe and Sustainable Agriculture’ to FECOFUN Agri Master Trainers at SMS. Some of the topics covered include - sharing of farming practices followed at India and Nepal; new concepts of integrated agriculture</td>
</tr>
</tbody>
</table>
(farm)management; brief history of agriculture practices; shifting from traditional agriculture to modern technology; types of soil formation; different types of water resources for irrigation purpose; seed as a sound farming base; seed quality and factors affecting the same; risks pertaining to pests and diseases in crop; identifying the major pests and diseases of field crops, vegetables and horticulture crops; factors affecting crop management; important components of integrated crop management; importance of farm and dairy animals in agriculture; animal feeding and health care management; risks in agriculture; techniques to mitigate natural and manmade risks in agriculture.
Based on the needs of members and demands from States, SMS developed, adapted and upgraded **18 Training Modules** in 2018. The details are as follows:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of Module</th>
<th>Brief</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Understanding Community Based Territorial Development (Gujarati)</td>
<td>Prepared to strengthen the capacities of small and marginal farmers.</td>
</tr>
<tr>
<td>2.</td>
<td>Cumin Technical Training 1 (Gujarati) – Primary Training on Cumin Cultivation</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Cumin Technical Training 2 (Gujarati) – Fertilizer, Pest Control and Crop Protection</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Cumin Technical Training 3 (Gujarati) – Tips on Pesticide Usage, Storage and Post Harvesting</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Vermi Compost Module(Gujarati)</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Hand Pump Repairing Training Program - How to Become a Barefoot Technician? (English Designed; Hindi Under Process)</td>
<td>Capacity building Modules prepared at the request of SEWA’s WASH members from Dungarpur (Rajasthan) under the WASH Project funded by the SAARC Development Fund.</td>
</tr>
<tr>
<td>7.</td>
<td>Healthy Body, Healthy Life - How to Become a Health and Hygiene Manager? (English Designed; Hindi Under Process)</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Roles and Responsibilities of the WASH Committee - How to Become a Smart Barefoot Water Manager? (English Designed; Hindi Under Process)</td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>Pathways for Accessing Better Water Quality How to Become a Water Quality and Purification Manager? (English Designed; Hindi Under Process)</td>
<td>Prepared with inputs from our grassroots homestay hosts and Airbnb Inc with the objective of strengthening the understanding of members with regards to this rural tourism hospitality concept which can open up livelihood opportunities for them right at</td>
</tr>
<tr>
<td>No.</td>
<td>Module</td>
<td>Description</td>
</tr>
<tr>
<td>-----</td>
<td>------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>12</td>
<td>E-Module on ‘Training on Skill Development in Retail to Increase Livelihood Opportunities (ROTI) Program’ – 6 Day Module (English, Gujarati and Hindi)</td>
<td>Prepared to enable members to use the digital platform as a mode of self-learning to strengthen their capacities.</td>
</tr>
<tr>
<td>13</td>
<td>E- Retail: How to Become a Smart E-Micro-Entrepreneur? (English)</td>
<td>Prepared under the Rockefeller-Funded E-ROTI Program to enable rural micro entrepreneurs to learn about on-line marketing of their products and services.</td>
</tr>
<tr>
<td>14</td>
<td>Team Work: How to Build a Good Team (English and Gujarati)</td>
<td>Prepared for the Shehjar Community Resource Centre – Jammu and Kashmir to strengthen the livelihoods of local sisters.</td>
</tr>
<tr>
<td>15</td>
<td>Time Management: How to Use your Time Wisely for Improving your Productivity (English and Gujarati)</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>How to be an Efficient Community Mobilizer: The Basics of Community Organizing (English and Gujarati)</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Basics of Garmenting (English)</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Advanced Garmenting (English)</td>
<td></td>
</tr>
</tbody>
</table>

The USP of these modules is that they have been tailor-made based on needs-assessment of our members and demands of our States incorporating inputs of our grassroots trainers and partners. Plans are afoot to prepare advanced - second or third level modules. The chief underlying principle of all these modules is to keep them extremely simple, easy-to-understand, graphic, interactive and engaging and to employ various tools to enhance retention levels. Feedback is taken from our grassroots trainers before we go live.
‘Alone, we can do so little; together we can do so much’...Understanding that partnership is the way forward, SMS has always strived to build long-lasting and mutually beneficial partnerships.

Alike past years, SMS continued to initiate, create and strengthen public and private partnerships with many academic institutions, corporate organizations, government bodies and technical firms. Some of these linkages include:

- Training Institutions – Academic Institutions, Agriculture Universities, Other Vocational and Management Institutions
- Mudra Institute of Communications, Ahmedabad
- SAARC University, New Delhi
- Coady International Institute
- Ahmedabad University
- IMAGO Global Grassroots
- Washington University
- Food and Agriculture Organization
- Tata Trust
- Sasken Technologies
- Pyxera Global
- P.A.C.E (Personal Advancement and Career Enhancement) GAP Inc
- North East Rural Livelihood Promotion Society
- Head Held High Foundation
- Rockefeller Foundation
- Vodafone Foundation
- Azim Premji Foundation
- District Federations
- All India Disaster Mitigation Institute
- Airbnb Inc
- Amazon Saheli
- 5f World
- Shri Mahila SEWA Sahakari Bank Limited
- Dr K G Mehta – Agriculture Advisor
- And many more…

PARTNERSHIPS IN 2018
Brainstorming:

In line with its policy of improvising continuously in order to be able to deliver the best, SMS held various brainstorming sessions and workshops with:

**Prof Kavita Sharma - VC-SAARC University, New Delhi**

23 February 2018

Prof Kavitaben Sharma conducted a workshop for 16 Aavkar Master Trainers at SMS. The objective was to enable them to learn how to better themselves in their current roles and what goals they need to set to reach in the next five years.

24 February 2018

Prof Kavitaben Sharma conducted a workshop for 5 SMS Master Trainers on SMS visioning, strategy and way forward planning at SMS.

**Indians for Collective Action (ICA) – USA**

26-27 February 2018

Lataben Patil, Indians for Collective Action (ICA), USA was at SMS to gain an understanding of the work which SEWA does, the challenges being faced by the sisters and how best to overcome them. On the first day she interacted with 25 Master Trainers at the Shree Vanlaxmi Ganeshpura Mahila SEWA Vruksh Sahakari Mandal Ltd at Mehsana; and on the second day 14 District Coordinators came down to SMS to share their association structure and their capacity building initiatives.

24-25 July 2018

Abhaben Sanghvi from Indians for Collective Action (ICA) – California, USA engaged with 22 SEWA Leaders and Master Trainers - at Ganeshpura on 24 July and at SMS on 25 July 2018. The objective was to gain an understanding of their work and areas in which they seek support in order to achieve the vision of the organization.

(The Indians for Collective Action is a San Francisco Bay Area non-profit group. ICA believes in a secure life for every Indian, in a sustainable environment and a just society.)

**IMAGO Global Grassroots same comment as for ICA**

2-7 August 2018

The Imago Team had a workshop on 4 August with 37 new generation members; and on 6 and 7 August with 16 team members belonging to different functions like – Finance and Accounts, IT, Gram Haat, SMS. The main objective of these sessions was to understand about change management, the best approach that can be followed and how to facilitate smooth and efficient implementation of change management.

(IMAGO Global Grassroots is an organization which works around the world with existing organizations to enhance their strengths, build their capacity, and scale up their impact in a way that respects their unique context, attributes and evolution)

Sustainability:

SMS is providing the following services to sister concerns as well as external organizations and institutions:

- Training and Exposure Programs
- Module Development
- Needs Assessment
- Handhold Support
- Training of the Trainers
- Documentation
- Budget Preparation
To enhance awareness about the work being done by it, SMS actively updates social media platforms like its website and Facebook account with attractive e-blogs and catchy photographs about events, workshops, visits, achievements etc.

Preparing short videos and podcasts was a new initiative taken in 2018 post understanding the growing significance of the impact of audio-visual media vis-à-vis text-heavy content.

For internal dissemination of information Workspace was actively used in the past year to keep everyone in the loop.

Yet for all that has changed, there are many challenges that still remain. We’ve come a long way since SMS was founded in 2005. We are making real progress.

The next step now is to honestly look back at the year 2018 in order to learn from our mistakes besides giving ourselves a pat on the back for things rightly done.

And then… it’s time to put our foot on the accelerator and drive the sector forward with the thrust being on developing partnerships and linkages!
“We go to various villages to deliver WASH Training/s – unfortunately not all of them have facilities to run the videos, a power point etc.; in fact many of them lack electricity also! In such a scenario instead of returning without having achieved our objective we can deliver a basic training through the points and diagrams captured on chart paper, narrate a story, conduct a group activity or carry out a role play. SMS Master Trainers taught us this important lesson during the past two days”

- Seema Kataria – Participant of WASH TOT – Upla Modra – Rajasthan

“I found today’s E-ROTI Training to be extremely interesting. We learnt a lot of new things about listing our products on the e-platform right from - how to identify which products to list; how to increase our sales; the costing process which will enable us to arrive at the correct product price; what, when and why to offer discounts; how important it is to maintain stock inventory else we may lose out on online business and lots of other important points. I wish to implement this training as I would like the products of my State to reach each and every corner of India!”

- Boinuben – Participant of E-ROTI Program - Ahthibung - Nagaland

“I learnt about marketing, business, tips in business and marketing, marketing mix, how to run a business, importance of people in business, leadership, risk, product diversification, advertising and promotion. For our progress it is important to work as a team. On my return I want to become a good leader and a good trainer. I want to earn more – increase my income so I can take proper care of my family and self. I also want to help other sisters so they too grow and do well in life.”

- Shugufaben Sadiya - WISA Participant of Advanced Leadership Training - Afghanistan

“I have been with this Cooperative since the past six years. In this 10-day training I learnt how to take forward our Cooperative and what activities to incorporate for the same – for this I am grateful to the SMS Facilitators. I really liked this training because it helped us to do an honest SWOT Analysis of ourselves and our Cooperative. The home stay at Mehsana made us realize that simply by keeping our eyes and ears open we can come across various livelihood options without stepping out from our home. The field visits were also extremely informative as we learnt about – savings groups and the loan system; credit; how tobacco is grown; weaving industry etc. We also received bakery training and learnt to make new items which we can replicate in our restaurant back at Sri Lanka and serve to our tourists. This training was extremely helpful and we shall cascade this training to our needy sisters back home and will strengthen their livelihoods. We are grateful to SEWA for this training and to our translators for ensuring that we could understand and imbibe the contents of this training.”

- Thillainadarasa Jeyarathanyben – WSDC Society – Batticaloa Sri Lanka

“I am a rural home stay (Hum Sab Ek) host. There was a time when I had absolutely no source of livelihood today thanks to SEWA Manager Ni School and the Hum Sab EK Program, I have just returned from the land of dreams – USA! Guests from across the country and the globe stay at my house – we may have fewer facilities but we more than compensate for that with our warm hospitality! For us ‘Guest is God’ so we go that extra mile to make them comfortable. Currently two of the houses of my village are uploaded on the Airbnb Portal but we are planning to add more houses. Hum Sab EK is a platform for exchange of mutual cultures. Till date I have housed more than 250 guests and earned a substantial amount of rentals. I shall always remain indebted to SEWA for all that it does for embroidery artisans like me...”

- Gauriben Maharaj – SGMH AGM Participant - Patan – Gujarat